

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

Section J - List of Documents, Exhibits and Other Attachments

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WAGE DETERMINATION

AREA: TN,

AREA: TN, NASHVILLE

QUALITY ASSURANCE

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QUALITY ASSURANCE SURVEILLANCE PLAN

1. **QUALITY ASSURANCE SURVEILLANCE PLAN (QASP).** This plan will be used to assure the Government that the work specified under this contract is completed satisfactorily. The Government retains the right to change or modify this plan at its discretion. The Government further reserves the right to change the method or level (reduced, normal or tightened) of surveillance for any services at any time. Deductions for unperformed services will be determined in accordance with the deductions procedure for the surveillance method used.

2. DEFINITIONS:

a. Acceptable Quality Level (AQL). The AQL is a pre-determined value selected and used by the Government Quality Assurance Inspector to distinguish between satisfactory and unsatisfactory performance. For evaluation by random/planned sampling, AQL's are stated in percentages (i.e. 0.05, 0.10, 0.15, and 0.20) as per table A-1. The AQL tables have three parts: Lot (Population) size, sample size, and the allowable reject level.

b. Lot (Population Size). The total number of required services per inspection period from which a sample is to be drawn.

Example: 505 picnic sites to be cleaned each scheduled day
 * 20 cleaning days/month (chosen inspection period)
 10,100 Lot (population size)

c. Sample Size. The number of samples to be taken per lot size as determined by the assigned AQL level.

[illegible]

d. Allowable Reject Level (ARL). The ARL is the allowable margin of error allowed the Contractor under the Random and Planned Sampling Methods. When the observed total number of defects per inspection period is equal to or below the ARL, the work shall be considered satisfactory. If the observed total number of defects per inspection period is greater than the ARL, the work will be considered unsatisfactory. Unsatisfactory ratings will require corrective action and/or deductions, and will include a review of the Contractor's Quality Control Program. Notification of unsatisfactory performance exceeding the ARL will be in the form of a Deficiency Report issued by the COR or authorized representative.

Example: AQL of 0.10, population of 10,100, sample size of 26 will equal an ARL of 6 as per Table A-1.

3. PAYMENT ANALYSIS.

3.1 RANDOM SAMPLING METHOD. Surveillance based on random sampling is a Government Quality Assurance evaluation method designed to evaluate some part, but not all, of the contract service requirements being monitored. This method, based on statistical theory, estimates the contractor's overall level of performance for a given service requirement. Random sampling is considered where there is a large homogeneous population and a 100% inspection is not feasible. Surveillance of the results of a scheduled service is based on samples from finished work using the random sample table. These results are then compared to the specified performance standards.

3.1.1 Monitoring. Inspection of all services performed under this method will be conducted according to a schedule developed by the Government. Inspection samples will be selected randomly from each lot. Only those items appearing in the random samples will be used for evaluating performance.

3.1.2 Deductions. Once a random sample has been taken of a lot, and the number of defective items exceeds the ARL for that lot, a deduction will be based on the following example:

a. Monthly lot contract price for cleaning picnic sites is \$5,050.00.

b. Lot size is 10,100 units.

c. Sample Size using an AQL of 0.10 is 26 (Table A-1).

d. Number of defects in the sample is 8 (ARL of 6).

e. Percentage of sample defective is 0.308.

$$(d/c = 8/26 = 0.308)$$

f. Deduction from the current months invoice is \$1,555.40.

$$(a * e = \$5,050.00 \times 0.308 = \$1,555.40)$$

3.2 PLANNED SAMPLING METHOD. Surveillance by planned sampling, like random sampling, is designed to inspect some part, but not all of the contract service requirements being monitored. Planned sampling under this plan will differ from random sampling only in the way in which samples are selected. The same AQL tables will be used (where practical) with lot size, sample size, and ARL's remaining the same. Planned sampling will be used in lieu of random sampling when the lot size is not large enough to make the random tables practical, or the service is not critical enough to warrant 100% inspection, or to avoid excessive travel and loss of productive time for the inspector. The results of these inspections, like random sampling, are then compared to the specific performance standards.

EXAMPLE: The inspector is to inspect bulletin boards. Bulletin board lot size is only 38 and occurs in only one park and the headquarters area. If the random sampling method determines that the inspector must inspect the cleaning service of restrooms in a particular park that contains a bulletin board, then the inspector may chose, by planned sampling, to inspect the cleaning of that bulletin board in that same park rather than drive to another park to make a separate similar inspection.

3.2.1 Monitoring. Inspection of all services performed under this method will be conducted according to a schedule developed by the Government. The Government may, however, choose facilities it wishes to inspect without randomly selecting. Only those samples will be used for evaluating performance.

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3.2.2 Deductions. Once a planned sample has been taken of a lot, and the number of defective items exceeds the ARL (as chosen by the Government) for that lot, a deduction will be based on the following example:

- a. Contract price for bulletin boards is \$19.00.
- b. Population size is 38.
- c. Sample size using an AQL of 0.05 is 15.
- d. Number of defects in the sample is 6 (ARL of 3).
- e. Percentage ($d/c = 6/15 = 0.40$) of sample defective is 0.40.
- f. Deduction ($a * e = \$19.00 \times 0.40 = \7.60) for the current month is \$7.60.

3.3 100% INSPECTION METHOD. Surveillance by this method requires that every occurrence of a performed service be monitored. Contract requirements using these evaluations are generally those that occur infrequently, or are essential, or are costly to perform. These results are then compared to the specific performance standards.

3.3.1 Monitoring. Inspection of all services performed under this method will be conducted according to a schedule developed by the Government. All services in a lot will be inspected and used for evaluating performance.

3.3.2 Deductions. The COR may require that all work which fails to provide the desired results be redone or reduce the contract price to equal the reduced value of the service. The contractor shall ensure that defects do not recur. If the contractor fails to rework the rejected areas or the defects are recurring, the Government may:

3.3.2.1 Reduce the contract price to equal the reduced value of the service.

3.3.2.2 Perform the required services, by contract or otherwise, and deduct any costs incurred by the Government that is directly related to the performance of such services from the contractor's monthly invoice.

3.3.2.3 Terminate the contract for default.

3.3.2.4 Deductions. The deductions taken under this method will be based on the following example:

- a. Monthly lot contract price for cleaning campsites in a park is \$1,200.00.
- b. Lot size is 60.
- c. Sample size is 100% or 60.
- d. Number of defects is 15.
- e. Percentage ($d/c = 15/60 = 0.25$) of Sample defects is 0.25.
- f. The deduction ($a \times e = f$ or $\$1,200.00 \times 0.25 = \300.00) from the current months invoice is \$300.00.

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3.3.2.5 Should it become necessary for the inspector to perform re-inspections of defective work that was required to be redone (due to failure of the contractor Quality Control System to locate and cure these deficiencies prior to the Government's inspection), there will be a re-inspection/administration charge equal to the Actual Government Cost (AGC) at the Effective Hourly Rate (E.H.R.) applied to re-inspect. The AGC re-inspection time will start the minute the inspector is called and or stops other duties to perform the re-inspection and will end when the inspector returns to the duty site after the inspection. These charges will be deducted from the contractor's monthly invoice. Re-inspection charges will only be deducted when the contractor has been given the opportunity to redo work that was not originally performed correctly. If work is not performed correctly after given the opportunity to redo, then deductions will be made as shown in 3.3.2.4. Deductions for re-inspection will be taken based on the following example:

Re-inspection of picnic site cleaning is required on 15 sites in a particular park and on 2 sites in another park. The inspector was at the office when called to re-inspect. The actual time to inspect the two parks and return to the office was 40 minutes. The inspector's Effective Hourly Rate (E.H.R.) is \$11.30 per hour. The re-inspection deduction will be made as follows:

$E.H.R.X \text{ (Inspection minutes/60 minutes)} = \text{deduction or } \$11.30 * (40/60) = \$7.53$

DACW62-03-R-0006

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TABLE A-1 ACCEPTABLE QUALITY LEVEL (AQL) Sample Sizes and Reject Levels Normal Surveillance								
Population Size	0.05 Sample Size	0.05 Reject Size	0.1 Sample Size	0.1 Reject Size	0.15 Sample Size	0.15 Reject Size	0.2 Sample Size	0.2 Reject Size
50	15	3	17	4	19	5	21	9
75	16	3	19	4	22	6	24	9
100	17	3	21	5	24	6	26	9
125	18	3	22	5	25	7	28	9
150	18	3	22	5	26	7	29	9
175	19	3	23	5	26	7	29	9
200	19	3	23	5	27	7	30	9
225	19	3	24	5	27	7	30	9
250	19	3	24	5	27	7	31	10
275	19	3	24	5	28	7	31	10
300	20	3	24	5	28	7	31	10
325	20	3	24	5	28	7	32	10
350	20	3	24	5	28	7	32	10
375	20	3	25	5	28	8	32	10
400	20	3	25	5	29	8	32	10
450	20	3	25	5	29	8	33	10
500	20	3	25	5	29	8	33	10
550	20	3	25	5	29	8	33	10
600	20	3	25	5	29	8	33	10
650	20	3	25	5	29	8	33	10
700	20	3	25	5	29	8	33	10
750	20	3	25	5	30	8	33	11
800	20	3	25	5	30	8	34	11
900	20	3	26	6	30	8	34	11
1,000	21	4	26	6	31	8	34	11
1,200	21	4	26	6	31	8	34	11
1,400	21	4	26	6	31	8	34	11
1,600	21	4	26	6	31	8	34	11
1,800	21	4	26	6	31	8	34	11
2,000	21	4	26	6	31	8	35	11
2,500	21	4	26	6	31	8	35	11
3,000	21	4	26	6	31	8	35	11
3,500	21	4	26	6	31	8	35	11
4,000	21	4	26	6	31	8	35	11
5,000	21	4	26	6	31	8	35	11
6,000	21	4	26	6	31	8	35	11
8,000	21	4	26	6	31	8	35	11
10,000	21	4	26	6	31	8	35	11

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Table A-2 PERFORMANCE REQUIREMENTS SUMMARY			
The required standards of all work to be performed shall meet the Technical Provisions as specified. A "LOT" equals the number of executions within the inspection period.			
Required Services	Section	AQL Degree of Deviation	QASP Method
Non-routine Work	TP 1	0 Rejects	100 % Inspection
Septic Tank Pumping	TP 2	0 Rejects	100% Inspection
Operate Sand Filter w/Lab Test	TP 2	AQL= 0.05	Planned Sampling
Facilities, Buildings & Systems	TP 2	0 Rejects	100% Inspection
Mowing	TP 3	0 Rejects	100% Inspection
Cleaning Services	TP 4	AQL = 0.10	Random Sampling
Amphitheater Cleaning	TP 4	0 Rejects	100% Inspection
Dump Station Cleaning	TP 4	AQL = 0.10	Random Sampling
Litter Removal	TP 4	AQL = 0.10	Random Sampling
Sealing and Striping	TP 5	0 Rejects	100% Inspection
Maintenance of Landscaped Areas	TP 6	AQL = 0.10	Planned Sampling
Primitive Area Litter Removal and Cleaning	TP 7	AQL = 0.10	Planned Sampling
Herbicide Application	TP 8	0 Rejects	100% Inspection
Dumpster Collection Service	TP 9	AQL = 0.10	Planned Sampling
Marking and Painting Boundary Lines	TP 10	0 Rejects	100% Inspection
Janitorial Services	TP 11	AQL = 0.05	Planned Sampling
Beach & Playground Maintenance	TP 12	0 Rejects	100% Inspection
Maintenance of Navigation Aids	TP 13	0 Rejects	100% Inspection
Park Attendant Service	TP 14	0 Rejects	Planned Sampling

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EXHIBIT B

DEFINITIONS AND MEANINGS

Clean. Free of dirt, impurities, or extraneous matter. The act of removing all dirt, impurities or extraneous matter without damage, injury or impairment to that which is being cleaned. Surfaces shall have a clean uniform appearance, free of streaks, stains, spots, smudges, and other soil. Cleaning furniture includes under and between cushions. Glass and mirrors include all partitions, interior and exterior. All waste baskets, cigarette butt receptacles and other trash containers shall be emptied. All cleaning solutions shall be removed from baseboards, furniture, trash receptacles, etc. After cleaning operations have been completed all furniture or other items moved shall be returned to their proper position and left in an orderly manner.

- Contract Deficiency Report (CDR). An official record by the government notifying the Contractor to make a correction in performance and/or of a deduction to be made.
- Contracting Officer. A government official with authority to enter into, administer, and/or terminate contracts and make related determinations and findings.
- Contracting Officer's Representative (COR). An individual designated in writing by the Contracting Officer to be responsible for administration of the contract.
- Contractor. The term Contractor refers to the prime Contractor and all contractor employees and personnel. The prime Contractor shall be responsible for ensuring all subcontractors comply with the provisions of this contract.
- Contractor Representative. A foreman or superintendent, assigned to represent the interests of the Contractor with regards to all matters involving this contract.
- Hazardous Materials. Chemicals that have been determined to present risks to health, safety and property during transportation. An element, compound or mixture that when discharged in any quantity, onto land or water, poses an imminent and substantial threat to public health and welfare. Such materials as flammable / combustible materials, acids, caustics, compressed gases, oxidizers, etc.
- Hazardous Waste. Waste that because of its quantity, concentration or characteristics may pose a substantial hazard to human health or the environment when improperly treated, stored, transported or disposed of or otherwise managed. Such waste may include, but is not limited to, paint, solvents, oil, gasoline, other petroleum products, pesticides, cleaners, anti-freeze, batteries, etc.
- Maintenance. The recurring day-to-day, periodic, or scheduled work required to preserve or maintain a facility, a piece of equipment, a vehicle or any other item in such condition that it may be effectively utilized for its designated functional purpose.
- Office. Areas primarily for clerical or administrative functions and which usually contain desks, chairs, file cabinets, tables and other common office furnishings.
- Litter Removal. The picking up of litter, trash and debris and depositing it in an approved container or area.
- Preventive Maintenance. Preventive maintenance is the correction of incipient failures before they develop into major defects requiring costly correction.
- Preventive Maintenance Service. Acts of maintenance done to prevent failures and to insure efficient operation on a routine schedule.

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- Quality Assurance (QA). A method used by the Government to provide a measure of control over the quality of services provided by the Contractor.
- Quality Control (QC). A method used by the Contractor to control the quality of services provided.
- Restrooms/Comfort Stations/Wash House/ Administrative Restroom. Sinks, toilets, urinals, showers and other facilities provided for the comfort and personal hygiene of persons using the facilities.
- Storage/Utility Areas. Areas primarily used for the storage of supplies, materials, or equipment, and areas used for general or utility purposes such as employees eating areas or parking areas.
- Subcontractor. A subcontractor that performs other than one time or incidental services of a minor nature (i.e. other than a subcontractor used by the Contractor to make a one-time equipment repair). A subcontractor that is used to perform services on a routine, recurring basis (i.e. a subcontractor used to perform mowing work all season in one or more areas).
- Trimming. The cutting or clipping of grass, weeds, or other vegetation to a height equal to adjacent freshly mowed grass to produce a neat, orderly appearance.

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EXHIBIT C															
Approximate Quantities By Area.															
All quantities by area are estimated. The offers are encouraged to examine areas personally to satisfy themselves of actual conditions.															
ITEM	Obey River	Lillydale	Willow Grove	D.H. Dam	Pleasant Grove	Moody's Access	Cove Creek	Plank Yard	Overlook & Dam	Butlers Landing	Donaldson Park	Transient Quarters	Radio Tower/Shop	Managers Office	
Acres to be Maintained	29	25	28	40	24	5	3	2	8	5	21	8	1	2	
Amphitheaters	1	1	1	1	0	0	0	0	0	0	0	0	0	0	
Beaches	1	2	1	0	0	0	0	0	0	0	0	0	0	0	
Boat ramps	2	2	1	1	1	1	1	1	1	1	1	0	0	0	
Campsites	132	114	88	79	30	0	11	0	0	0	0	0	0	0	
Drinking Fountains	5	9	8	3	3	0	0	0	1	0	2	0	0	0	
Dump Stations	1	1	1	1	0	0	0	0	0	0	0	0	0	0	
Dumpsters	6	4	3	2	1	0	1	0	1	0	0	0	1	0	
Electrical Pedestals	68	58	63	78	0	0	0	0	0	0	0	0	0	0	
Entrance Stations	2	1	1	1	1	0	0	0	0	0	0	0	0	0	
Fish Cleaning Stations	0	0	0	2	0	0	0	0	0	0	0	0	0	0	
Fishing Platform/Float	2	2	1	4	1	3	0	0	0	0	0	0	0	0	
Picnic Shelters	2	1	1	1	1	0	0	0	0	0	2	0	0	0	
Picnic Sites	27	10	0	7	4	0	0	0	0	0	0	0	0	0	
Playground (sets)	2	2	1	2	1	0	0	0	0	0	1	0	0	0	
Restrooms	2	0	0	0	2	1	1	1	1	0	1	2	2	2	
Roads (miles)	3	1.3	1.1	1.3	0.5	0.25	0.5	0.6	1	0.3	1.35	0.5	0.5	0.5	
Security street Lights	2	2	3	2	8	1	0	0	0	0	2	1	9	2	
Sand filter system	2	1	1	2	2	0	0	0	0	0	0	0	1	0	
Telephone Booth	1	1	1	1	0	0	0	0	0	0	0	0	0	0	
Trails (miles)	1	4	4	1.75	2	0	0	0	0	0	2	0	0	0	
Trash garbage cans	29	14	8	16	41	4	11	4	4	1	17	2	0	2	
Volleyball Courts	1	2	1	1	0	0	0	0	0	0	1	0	0	0	
Washers/Dryers	3	2	2	2	0	0	0	0	0	0	0	0	0	0	
Wash House	4	4	4	3	0	0	0	0	0	0	0	0	0	0	
Water Hydrants	71	66	33	82	4	0	2	0	0	0	1	2	5	3	

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EXHIBIT D

CONTRACTOR GUIDELINES FOR:

1. The Preparation of the Accident Prevention Proposal (Safety Plan) - Appendix A
2. The Preparation of the Activity Hazard Analysis ----- Appendix B

APPENDIX A

HELPFUL HINTS FOR THE PREPARATION OF THE
CONTRACTOR'S
ACCIDENT PREVENTION PROPOSAL

1. The following are minimum considerations for developing the Contractor's Accident Prevention Proposal. These helpful hints raise a number of basic questions that need to be answered for the Contractor's safety plan to be an effective management tool for use by on-site supervision. This plan shall be specific for this job.

a. Time of Submittal. The safety plan and the activity hazard analysis for the first phases of the job shall be acceptable prior to start of work. The plan and analysis shall be submitted for review within ten (10) calendar days after notice of award so that discussion can take place at the pre-construction conference. Job hazard analysis for later phases of work shall be acceptable prior to the start of that phase. It is recommended that the activity hazard analysis for the next phase of work be submitted twenty days before scheduled phase starts in order to give ample time for review. The safety plans shall contain a list of the phases to complete the works. Each phase shall have an anticipated start date. On short jobs, one submittal covering the total job will be sufficient.

b. Responsible Individual(s). Who will be responsible for enforcing the safety program and what are the basic duties? How will this person be held accountable? Include a statement that there will be compliance with pertinent provision of the U.S. Army Corps of Engineers Safety and Health Requirements Manual, EM 385-1-1.

c. Subcontractor Supervision. What procedures will be followed to assure that Subcontractor activities are fully integrated into the project safety plan and activity hazard analysis?

d. Indoctrination of New Employees Before Start of Work. Every employee is required to receive an initial safety briefing prior to starting work. The safety plan shall establish the procedures for ensuring the following items are covered:

- (1) General safety policy and pertinent provisions of EM-385-1-1.
- (2) Requirements for employee and project safety.
- (3) Employee's responsibilities for property and safety of others.
- (4) Employee's responsibilities for reporting all accidents.
- (5) Medical facilities and required treatment.
- (6) Procedures for reporting or correcting safety problems.
- (7) Safe clearance procedures.
- (8) Fire fighting and other emergency procedures.
- (9) Activity hazard analysis.
- (10) Personal protective equipment.

e. On-the-Job Safety Meetings.

(1) When and where will the monthly safety meetings for all supervisors be held? Who will conduct the meetings and what will be covered?

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(2) How will the weekly "tool box" meetings be conducted?

f. Accident Reporting. The contract requires prompt reporting of injuries, fire, and property damage. Initial reports must be reported immediately to the on-site government representative and written reports shall be submitted within one to four working days. How does the safety plan reflect responsibilities assigned for immediate oral reporting, accident investigation, determining proper corrective action, and preparation of reports?

g. Sanitary Facilities. What toilet facilities will be provided considering the number and distribution of employees? What other considerations are planned for drinking water and washing facilities?

h. First Aid and Medical. Describe first aid facilities and qualifications of attendant. List telephone numbers of physician, ambulance, and hospital.

i. Housekeeping. How will access ways to work areas be maintained during work hours? What procedures will be followed to assure daily cleanup?

j. Fire Protection. Considering the availability of existing fire protection, what general types and size of extinguishers and fire barrels will be required to protect buildings, shops, and storage areas as well as to deal with special hazards such as welding and flammable liquids? Name the local professional fire fighters. List their telephone number.

k. Machinery and Mechanized Equipment. How will inspection of cranes, trucks, and other mechanical equipment be accomplished? Frequency, by whom, what type of records will be kept?

l. Hazardous Material/Waste. If hazardous material/waste not generated by the contractor is encountered during the work. The Contract Officer's Representative (COR) will be notified immediately. If hazardous material/waste is generated as a result of the work, the job hazard analysis must identify the material/wastes and describe handling and disposal procedures. Copies of disposal manifests must be furnished to the COR and retained in contractor files for a minimum of three years.

2. Posters, contests, safety awards help develop positive attitudes toward safety rules. What methods, if any, will be used on this project? Most accidents are preventable by well thought out and executed safety plans.

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APPENDIX BGUIDELINES FOR THE PREPARATION OF
ACTIVITY HAZARDS ANALYSIS

1. Activity Hazards Analysis Development. Before starting any major phase of work, an activity hazards analysis shall be developed and reviewed with the Government representative. This analysis will evaluate anticipated hazards and outline the proposed methods and techniques, which will be utilized to accomplish the work in a safe manner.

2. Phase of Work. Listed are examples of major phases of work, but this list is not all-inclusive. Phases of work shall be tailored to the specific characteristics of the contract. For example:

Storage, Handling, Use and Disposal of Hazardous Material/Waste
Preparation and Layout
Clearing and Grubbing
Earthwork
Trench Excavation
Blasting
Demolition
Concrete Placement
Steel Erection
Masonry
Electrical Work
Mechanical Work
Metal Siding
Roofing
Carpentry
Painting
Drop-in-Ceiling

3. Sample Activity Hazards Analysis. The enclosed sample shows a possible format for a phase safety plan that might be submitted on a representative project. This sample incorporates a phase of work, the safety hazards that may be encountered, and precautionary actions that will be taken to overcome these hazards.

4. Indoctrination. Employees performing the work must be made aware of the activity hazard analysis. For this reason, an important part of any phase plan is the indoctrination of all employees who will be performing the work. The foreman shall have a copy of the AHA and a copy of the Safety and Health Requirements Manual, EM 385-1-1, on every job site. The Government will furnish one copy of EM 385-1-1.

5. A Working Document. The AHA is a working document and must be reviewed and updated as more knowledge of the specific activity is gained.

EXHIBIT F

DELIVERY ORDER COST ESTIMATE

Contract No.:

D.O. Cost Est. No.:

DATE:

WORK DESCRIPTION :

(Attach add'l plans,specs, or drawings)

II. COST ESTIMATE : Submitted by: Govt. () or Cont. () Cont. Sect. No.: 1

Item no	Service	Quantity	Unit	Unit Price	Amount
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TOTAL

III. GOVERNMENT FURNISHED ITEMS (GFI) REQUIRED:

Description	Unit	Quantity	Description	Unit	Quantity
-------------	------	----------	-------------	------	----------

PREPARED BY : _____ (Date)

APPROVED BY : _____ (Date)

REMARKS : ALL WORK SHALL BE DONE IN ACCORDANCE WITH THE PROVISIONS OF THE OCCUPATIONAL SAFETY AND HEALTH ACT (OSHA) IN ADDITION TO THE STANDARDS OF THE CORPS OF ENGINEERS MANUAL EM385-1-1, "SAFETY AND HEALTH REQUIREMENTS MANUAL". THE CONTRACTOR SHALL BE RESPONSIBLE FOR ACQUAINTING HIMSELF WITH ALL CHANGES TO OSHA STANDARDS AND THE EFFECTIVE DATE OF SUCH CHANGES.

ORN Form 564
Rev SEP 87

<u>RECORD OF NEGOTIATIONS</u>					
Contr. No: _____ DO Cost Est. No: _____ Date: _____ Time: _____					
Government Representatives:			Contractor Representatives:		
REMARKS:					
(Attach additional sheets if necessary)					
<u>NEGOTIATED COST ESTIMATE</u>					
Item No.	Services	Quantity	Unit	Unit Price	Amount
TOTAL					
CONTRACTOR'S REPRESENTATIVE: _____					
				(Signature)	(Date)
GOVERNMENT'S REPRESENTATIVE: _____					
				(Signature)	(Date)
APPROVED BY COR: _____					
				(Signature)	(Date)

WAGE DETERMINATION NO: 94-2493 REV (17) AREA: TN, KNOXVILLE

WAGE DETERMINATION NO: 94-2493 REV (17) AREA: TN,KNOXVILLE
 REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR
 FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W.Gross | Wage Determination No.: 1994-2493
 Director Division of | Revision No.: 17
 Wage Determinations| Date Of Last Revision: 05/28/2002

State: Tennessee
 Area: Tennessee Counties of Anderson, Blount, Campbell, Claiborne, Cumberland, Fentress,
 Grainger, Hamblen, Jefferson, Knox, Loudon, Monroe, Morgan, Pickett, Roane, Scott, Sevier,
 Union

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.95
Accounting Clerk II	9.77
Accounting Clerk III	10.62
Accounting Clerk IV	11.87
Court Reporter	12.96
Dispatcher, Motor Vehicle	11.58
Document Preparation Clerk	9.82
Duplicating Machine Operator	9.82
Film/Tape Librarian	9.65
General Clerk I	7.66
General Clerk II	9.10
General Clerk III	11.07
General Clerk IV	12.42
Housing Referral Assistant	14.62
Key Entry Operator I	9.49
Key Entry Operator II	12.75
Messenger (Courier)	7.77
Order Clerk I	8.86
Order Clerk II	12.41
Personnel Assistant (Employment) I	8.08
Personnel Assistant (Employment) II	9.59
Personnel Assistant (Employment) III	11.66
Personnel Assistant (Employment) IV	13.10
Production Control Clerk	15.70
Rental Clerk	9.65
Scheduler, Maintenance	11.89
Secretary I	11.89
Secretary II	12.07
Secretary III	14.62
Secretary IV	16.27
Secretary V	18.00
Service Order Dispatcher	11.41
Stenographer I	11.36
Stenographer II	12.77

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

Supply Technician	16.27
Survey Worker (Interviewer)	11.27
Switchboard Operator-Receptionist	9.50
Test Examiner	12.07
Test Proctor	12.07
Travel Clerk I	9.97
Travel Clerk II	10.60
Travel Clerk III	11.43
Word Processor I	9.22
Word Processor II	11.46
Word Processor III	13.40
Automatic Data Processing Occupations	
Computer Data Librarian	8.56
Computer Operator I	11.32
Computer Operator II	12.66
Computer Operator III	15.91
Computer Operator IV	16.55
Computer Operator V	18.32
Computer Programmer I (1)	15.48
Computer Programmer II (1)	19.19
Computer Programmer III (1)	20.67
Computer Programmer IV (1)	25.00
Computer Systems Analyst I (1)	19.81
Computer Systems Analyst II (1)	23.97
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	11.32
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	16.09
Automotive Glass Installer	12.71
Automotive Worker	12.71
Electrician, Automotive	13.36
Mobile Equipment Servicer	11.40
Motor Equipment Metal Mechanic	13.99
Motor Equipment Metal Worker	12.71
Motor Vehicle Mechanic	13.79
Motor Vehicle Mechanic Helper	10.89
Motor Vehicle Upholstery Worker	12.06
Motor Vehicle Wrecker	12.71
Painter, Automotive	15.15
Radiator Repair Specialist	12.71
Tire Repairer	10.86
Transmission Repair Specialist	13.79
Food Preparation and Service Occupations	
Baker	10.55
Cook I	9.46
Cook II	10.55
Dishwasher	7.48
Food Service Worker	8.17
Meat Cutter	12.01
Waiter/Waitress	7.79
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	15.48
Furniture Handler	10.90
Furniture Refinisher	15.48
Furniture Refinisher Helper	12.42
Furniture Repairer, Minor	13.93

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

Upholsterer	15.48
General Services and Support Occupations	
Cleaner, Vehicles	8.11
Elevator Operator	8.70
Gardener	10.96
House Keeping Aid I	7.58
House Keeping Aid II	8.70
Janitor	8.70
Laborer, Grounds Maintenance	9.03
Maid or Houseman	7.58
Pest Controller	10.73
Refuse Collector	8.70
Tractor Operator	10.95
Window Cleaner	9.61
Health Occupations	
Dental Assistant	10.93
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
Licensed Practical Nurse I	9.70
Licensed Practical Nurse II	10.87
Licensed Practical Nurse III	12.17
Medical Assistant	10.74
Medical Laboratory Technician	11.88
Medical Record Clerk	9.77
Medical Record Technician	13.54
Nursing Assistant I	7.78
Nursing Assistant II	8.65
Nursing Assistant III	9.54
Nursing Assistant IV	10.71
Pharmacy Technician	12.19
Phlebotomist	11.36
Registered Nurse I	15.15
Registered Nurse II	18.55
Registered Nurse II, Specialist	18.55
Registered Nurse III	22.45
Registered Nurse III, Anesthetist	22.45
Registered Nurse IV	26.88
Information and Arts Occupations	
Audiovisual Librarian	15.18
Exhibits Specialist I	15.13
Exhibits Specialist II	18.74
Exhibits Specialist III	22.93
Illustrator I	15.13
Illustrator II	18.74
Illustrator III	22.93
Librarian	18.13
Library Technician	9.80
Photographer I	11.64
Photographer II	15.31
Photographer III	18.97
Photographer IV	23.23
Photographer V	28.08
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.81
Counter Attendant	6.81
Dry Cleaner	8.92
Finisher, Flatwork, Machine	6.81

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

Presser, Hand	6.81
Presser, Machine, Drycleaning	6.81
Presser, Machine, Shirts	6.81
Presser, Machine, Wearing Apparel, Laundry	6.81
Sewing Machine Operator	9.61
Tailor	10.29
Washer, Machine	7.52
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	13.18
Tool and Die Maker	15.75
Material Handling and Packing Occupations	
Forklift Operator	10.90
Fuel Distribution System Operator	13.22
Material Coordinator	14.02
Material Expediter	14.02
Material Handling Laborer	9.32
Order Filler	8.83
Production Line Worker (Food Processing)	10.92
Shipping Packer	10.22
Shipping/Receiving Clerk	10.27
Stock Clerk (Shelf Stocker; Store Worker II)	12.12
Store Worker I	8.88
Tools and Parts Attendant	10.92
Warehouse Specialist	10.92
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	16.56
Aircraft Mechanic Helper	12.42
Aircraft Quality Control Inspector	16.93
Aircraft Servicer	13.93
Aircraft Worker	14.73
Appliance Mechanic	15.48
Bicycle Repairer	12.77
Cable Splicer	16.22
Carpenter, Maintenance	15.48
Carpet Layer	14.73
Electrician, Maintenance	18.65
Electronics Technician, Maintenance I	15.86
Electronics Technician, Maintenance II	16.67
Electronics Technician, Maintenance III	17.45
Fabric Worker	13.93
Fire Alarm System Mechanic	16.22
Fire Extinguisher Repairer	13.22
Fuel Distribution System Mechanic	16.22
General Maintenance Worker	14.74
Heating, Refrigeration and Air Conditioning Mechanic	16.22
Heavy Equipment Mechanic	16.22
Heavy Equipment Operator	13.00
Instrument Mechanic	18.65
Laborer	9.33
Locksmith	15.48
Machinery Maintenance Mechanic	18.65
Machinist, Maintenance	16.22
Maintenance Trades Helper	12.42
Millwright	16.33
Office Appliance Repairer	15.48
Painter, Aircraft	15.48

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

Painter, Maintenance	15.48
Pipefitter, Maintenance	17.01
Plumber, Maintenance	16.23
Pneudraulic Systems Mechanic	16.22
Rigger	16.22
Scale Mechanic	14.74
Sheet-Metal Worker, Maintenance	16.22
Small Engine Mechanic	14.74
Telecommunication Mechanic I	16.22
Telecommunication Mechanic II	16.96
Telephone Lineman	16.22
Welder, Combination, Maintenance	16.22
Well Driller	16.22
Woodcraft Worker	16.22
Woodworker	13.22
Miscellaneous Occupations	
Animal Caretaker	8.37
Carnival Equipment Operator	10.21
Carnival Equipment Repairer	10.88
Carnival Worker	8.11
Cashier	7.54
Desk Clerk	8.66
Embalmer	17.93
Lifeguard	9.42
Mortician	19.05
Park Attendant (Aide)	11.84
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.18
Recreation Specialist	12.45
Recycling Worker	10.96
Sales Clerk	8.99
School Crossing Guard (Crosswalk Attendant)	8.11
Sport Official	9.42
Survey Party Chief (Chief of Party)	16.28
Surveying Aide	10.79
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	14.80
Swimming Pool Operator	10.94
Vending Machine Attendant	9.22
Vending Machine Repairer	10.94
Vending Machine Repairer Helper	9.22
Personal Needs Occupations	
Child Care Attendant	8.66
Child Care Center Clerk	10.78
Chore Aid	7.03
Homemaker	13.40
Plant and System Operation Occupations	
Boiler Tender	16.22
Sewage Plant Operator	15.93
Stationary Engineer	16.22
Ventilation Equipment Tender	12.42
Water Treatment Plant Operator	16.42
Protective Service Occupations	
Alarm Monitor	10.95
Corrections Officer	13.38
Court Security Officer	13.38
Detention Officer	13.38
Firefighter	11.91

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

Guard I	8.17
Guard II	10.28
Police Officer	14.98
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	12.85
Hatch Tender	12.85
Line Handler	12.85
Stevedore I	12.56
Stevedore II	13.93
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	15.55
Archeological Technician II	17.39
Archeological Technician III	21.52
Cartographic Technician	23.04
Civil Engineering Technician	18.74
Computer Based Training (CBT) Specialist/ Instructor	20.97
Drafter I	11.77
Drafter II	13.21
Drafter III	17.37
Drafter IV	21.52
Engineering Technician I	13.56
Engineering Technician II	15.21
Engineering Technician III	18.70
Engineering Technician IV	22.39
Engineering Technician V	24.30
Engineering Technician VI	29.41
Environmental Technician	16.55
Flight Simulator/Instructor (Pilot)	20.75
Graphic Artist	17.05
Instructor	19.73
Laboratory Technician	14.88
Mathematical Technician	14.73
Paralegal/Legal Assistant I	13.45
Paralegal/Legal Assistant II	14.96
Paralegal/Legal Assistant III	18.25
Paralegal/Legal Assistant IV	22.14
Photooptics Technician	7.14
Technical Writer	20.16
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	14.86
Weather Observer, Senior (3)	16.52
Weather Observer, Upper Air (3)	14.86
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	11.57
Parking and Lot Attendant	7.51
Shuttle Bus Driver	11.62
Taxi Driver	8.30
Truckdriver, Heavy Truck	13.02
Truckdriver, Light Truck	11.25

Truckdriver, Medium Truck	11.89
Truckdriver, Tractor-Trailer	13.02

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions: The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows: 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s). 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work. 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4). 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request. 5) The contracting officer transmits the Wage and Hour decision to the contractor. 6) The contractor informs the affected employees. Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

WAGE DETERMINATION NO: 94-2497 REV (20) AREA: TN, NASHVILLE

WAGE DETERMINATION NO: 94-2497 REV (20) AREA: TN,NASHVILLE

REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

Wage Determination No.: 1994-2497

William W.Gross
DirectorDivision of
Wage Determinations

Revision No.: 20

Date Of Last Revision: 07/26/2002

States: Kentucky, Tennessee

Area: Kentucky Counties of Adair, Allen, Barren, Clinton, Cumberland, Metcalfe, Monroe,
Russell, SimpsonTennessee Counties of Bedford, Cannon, Cheatham, Clay, Davidson, De Kalb, Dickson, Hickman,
Houston, Humphreys, Jackson, Lewis, Macon, Marshall, Maury, Perry, Putnam, Robertson,
Rutherford, Smith, Sumner, Trousdale, Warren, White, Williamson, Wilson

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	8.94
Accounting Clerk II	11.23
Accounting Clerk III	13.24
Accounting Clerk IV	15.70
Court Reporter	11.84
Dispatcher, Motor Vehicle	14.23
Document Preparation Clerk	9.69
Duplicating Machine Operator	9.69
Film/Tape Librarian	9.50
General Clerk I	7.31
General Clerk II	8.34
General Clerk III	9.39
General Clerk IV	10.56
Housing Referral Assistant	15.39
Key Entry Operator I	8.39
Key Entry Operator II	10.78
Messenger (Courier)	8.73
Order Clerk I	9.35
Order Clerk II	11.70
Personnel Assistant (Employment) I	9.98
Personnel Assistant (Employment) II	11.01
Personnel Assistant (Employment) III	14.67
Personnel Assistant (Employment) IV	13.94
Production Control Clerk	15.12
Rental Clerk	9.58
Scheduler, Maintenance	11.77
Secretary I	11.77
Secretary II	14.42
Secretary III	15.39
Secretary IV	18.01
Secretary V	19.90
Service Order Dispatcher	11.71
Stenographer I	8.61

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

Stenographer II	9.66
Supply Technician	18.01
Survey Worker (Interviewer)	11.64
Switchboard Operator-Receptionist	10.29
Test Examiner	14.42
Test Proctor	14.42
Travel Clerk I	9.55
Travel Clerk II	10.12
Travel Clerk III	10.79
Word Processor I	10.74
Word Processor II	15.95
Word Processor III	16.29
Automatic Data Processing Occupations	
Computer Data Librarian	10.23
Computer Operator I	11.21
Computer Operator II	12.56
Computer Operator III	13.72
Computer Operator IV	15.31
Computer Operator V	16.97
Computer Programmer I (1)	13.79
Computer Programmer II (1)	17.07
Computer Programmer III (1)	21.81
Computer Programmer IV (1)	26.39
Computer Systems Analyst I (1)	22.40
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	30.38
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	11.86
Automotive Glass Installer	17.27
Automotive Worker	15.67
Electrician, Automotive	15.89
Mobile Equipment Servicer	16.77
Motor Equipment Metal Mechanic	13.55
Motor Equipment Metal Worker	17.47
Motor Vehicle Mechanic	15.89
Motor Vehicle Mechanic Helper	15.97
Motor Vehicle Upholstery Worker	12.88
Motor Vehicle Wrecker	15.03
Painter, Automotive	15.89
Radiator Repair Specialist	16.67
Tire Repairer	15.89
Transmission Repair Specialist	11.75
Food Preparation and Service Occupations	
Baker	11.27
Cook I	8.32
Cook II	9.31
Dishwasher	7.49
Food Service Worker	7.85
Meat Cutter	10.64
Waiter/Waitress	6.89
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	14.42
Furniture Handler	11.07
Furniture Refinisher	15.92
Furniture Refinisher Helper	12.72

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

Furniture Repairer, Minor	14.21
Upholsterer	14.42
General Services and Support Occupations	
Cleaner, Vehicles	7.85
Elevator Operator	7.77
Gardener	10.43
House Keeping Aid I	7.07
House Keeping Aid II	7.85
Janitor	7.77
Laborer, Grounds Maintenance	8.63
Maid or Houseman	7.07
Pest Controller	11.15
Refuse Collector	7.85
Tractor Operator	9.80
Window Cleaner	8.62
Health Occupations	
Dental Assistant	11.20
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	13.27
Licensed Practical Nurse I	11.02
Licensed Practical Nurse II	12.36
Licensed Practical Nurse III	13.83
Medical Assistant	11.62
Medical Laboratory Technician	12.18
Medical Record Clerk	11.88
Medical Record Technician	14.89
Nursing Assistant I	8.69
Nursing Assistant II	9.76
Nursing Assistant III	10.66
Nursing Assistant IV	11.95
Pharmacy Technician	12.19
Phlebotomist	12.18
Registered Nurse I	16.77
Registered Nurse II	20.52
Registered Nurse II, Specialist	20.52
Registered Nurse III	24.83
Registered Nurse III, Anesthetist	24.83
Registered Nurse IV	29.74
Information and Arts Occupations	
Audiovisual Librarian	15.99
Exhibits Specialist I	15.80
Exhibits Specialist II	19.57
Exhibits Specialist III	23.87
Illustrator I	17.70
Illustrator II	21.93
Illustrator III	26.76
Librarian	19.09
Library Technician	11.64
Photographer I	14.03
Photographer II	16.42
Photographer III	20.34
Photographer IV	24.82
Photographer V	30.11
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	6.90
Counter Attendant	6.90
Dry Cleaner	7.72

SECTION J – LIST OF DOCUMENTS AND OTHER ATTACHMENTS

Finisher, Flatwork, Machine	6.90	
Presser, Hand	6.90	
Presser, Machine, Drycleaning	7.59	
Presser, Machine, Shirts	6.90	
Presser, Machine, Wearing Apparel, Laundry	6.90	
Sewing Machine Operator	9.06	
Tailor	9.93	
Washer, Machine	7.42	
Machine Tool Operation and Repair Occupations		
Machine-Tool Operator (Toolroom)	15.80	
Tool and Die Maker	16.72	
Material Handling and Packing Occupations		
Forklift Operator	12.45	
Fuel Distribution System Operator	13.38	
Material Coordinator	13.40	
Material Expediter	13.40	
Material Handling Laborer	12.25	
Order Filler	10.65	
Production Line Worker (Food Processing)	12.47	
Shipping Packer	11.50	
Shipping/Receiving Clerk	11.50	
Stock Clerk (Shelf Stocker; Store Worker II)	12.12	
Store Worker I	8.85	
Tools and Parts Attendant	12.47	
Warehouse Specialist	12.47	
Mechanics and Maintenance and Repair Occupations		
Aircraft Mechanic	15.02	
Aircraft Mechanic Helper	12.47	
Aircraft Quality Control Inspector		17.05
Aircraft Servicer	14.04	
Aircraft Worker	14.81	
Appliance Mechanic	16.58	
Bicycle Repairer	11.75	
Cable Splicer	17.99	
Carpenter, Maintenance	14.42	
Carpet Layer	14.81	
Electrician, Maintenance	16.56	
Electronics Technician, Maintenance I	15.26	
Electronics Technician, Maintenance II	16.00	
Electronics Technician, Maintenance III	16.68	
Fabric Worker	13.97	
Fire Alarm System Mechanic	16.30	
Fire Extinguisher Repairer	13.26	
Fuel Distribution System Mechanic	16.52	
General Maintenance Worker	15.03	
Heating, Refrigeration and Air Conditioning Mechanic	15.72	
Heavy Equipment Mechanic	15.02	
Heavy Equipment Operator	15.02	
Instrument Mechanic	16.30	
Laborer	7.85	
Locksmith	15.57	
Machinery Maintenance Mechanic	15.51	
Machinist, Maintenance	16.78	
Maintenance Trades Helper	11.56	
Millwright	19.00	
Office Appliance Repairer	15.57	

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Painter, Aircraft	16.67
Painter, Maintenance	14.42
Pipefitter, Maintenance	17.05
Plumber, Maintenance	16.65
Pneudraulic Systems Mechanic	16.30
Rigger	16.30
Scale Mechanic	14.81
Sheet-Metal Worker, Maintenance	15.37
Small Engine Mechanic	13.66
Telecommunication Mechanic I	16.67
Telecommunication Mechanic II	17.50
Telephone Lineman	16.67
Welder, Combination, Maintenance	15.02
Well Driller	15.24
Woodcraft Worker	16.52
Woodworker	12.16
Miscellaneous Occupations	
Animal Caretaker	8.52
Carnival Equipment Operator	9.84
Carnival Equipment Repairer	10.41
Carnival Worker	7.77
Cashier	7.15
Desk Clerk	8.10
Embalmer	16.57
Lifeguard	7.56
Mortician	17.88
Park Attendant (Aide)	9.50
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	7.56
Recreation Specialist	9.29
Recycling Worker	9.89
Sales Clerk	7.56
School Crossing Guard (Crosswalk Attendant)	7.85
Sport Official	6.57
Survey Party Chief (Chief of Party)	10.59
Surveying Aide	7.15
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	9.50
Swimming Pool Operator	11.79
Vending Machine Attendant	9.89
Vending Machine Repairer	11.79
Vending Machine Repairer Helper	9.89
Personal Needs Occupations	
Child Care Attendant	6.92
Child Care Center Clerk	9.93
Chore Aid	7.06
Homemaker	11.03
Plant and System Operation Occupations	
Boiler Tender	16.52
Sewage Plant Operator	15.86
Stationary Engineer	16.52
Ventilation Equipment Tender	12.47
Water Treatment Plant Operator	14.62
Protective Service Occupations	
Alarm Monitor	8.82
Corrections Officer	15.34
Court Security Officer	15.34
Detention Officer	15.34

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Firefighter	15.42
Guard I	7.85
Guard II	8.82
Police Officer	15.26
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	14.01
Hatch Tender	14.01
Line Handler	14.01
Stevedore I	12.08
Stevedore II	14.73
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.21
Air Traffic Control Specialist, Station (2)	19.46
Air Traffic Control Specialist, Terminal (2)	21.43
Archeological Technician I	13.75
Archeological Technician II	15.39
Archeological Technician III	19.05
Cartographic Technician	19.39
Civil Engineering Technician	17.69
Computer Based Training (CBT) Specialist/ Instructor	21.15
Drafter I	9.57
Drafter II	13.14
Drafter III	16.78
Drafter IV	19.05
Engineering Technician I	14.91
Engineering Technician II	16.63
Engineering Technician III	21.00
Engineering Technician IV	24.64
Engineering Technician V	30.21
Engineering Technician VI	36.54
Environmental Technician	16.07
Flight Simulator/Instructor (Pilot)	25.27
Graphic Artist	17.70
Instructor	18.07
Laboratory Technician	13.77
Mathematical Technician	20.98
Paralegal/Legal Assistant I	13.55
Paralegal/Legal Assistant II	16.92
Paralegal/Legal Assistant III	20.64
Paralegal/Legal Assistant IV	24.75
Photooptics Technician	22.40
Technical Writer	21.37
Unexploded (UXO) Safety Escort	17.93
Unexploded (UXO) Sweep Personnel	17.93
Unexploded Ordnance (UXO) Technician I	17.93
Unexploded Ordnance (UXO) Technician II	21.70
Unexploded Ordnance (UXO) Technician III	26.01
Weather Observer, Combined Upper Air and Surface Programs (3)	13.77
Weather Observer, Senior (3)	15.37
Weather Observer, Upper Air (3)	13.77
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	12.87
Parking and Lot Attendant	16.13
Shuttle Bus Driver	9.11
Taxi Driver	8.11
Truckdriver, Heavy Truck	17.08

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Truckdriver, Light Truck	9.11
Truckdriver, Medium Truck	14.81
Truckdriver, Tractor-Trailer	17.45

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges. A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance: The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance

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standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444

(SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows: 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate). 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work. 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4). 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request. 5) The contracting officer transmits the Wage and Hour decision to the contractor. 6) The contractor informs the affected employees. Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.